

Issue 16 | July 1, 2025

# OUR POWER

NEWSLETTER

Employee of the Year  
(Grade 4-6)  
Marlence Sammy

Employee of  
the Year (1-3)  
Clius Menal

Employee of  
the Year  
(Grade 7-9)  
Sharlyn Davidson



2024 ANNUAL  
STAFF  
*Awards*

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# Milestone Awards: 1st Quarter of 2024



Milestone Award recipients (from left to right) Shem Serieux, Emma Edgar & Alvin Leon

## 10 Years of Service

- Emma Edgar - Generation
- Shem Serieux - Information Systems
- Kisha Browne - Credit Control

## 25 Years of Service

- Gabriel Charlemagne - Facilities & Construction Management

## 30 Years of Service

- James Gaillard - Generation

## 35 Years of Service

- Alvin Leon - Generation
- Martha Alexander-Felix - Engineering

# Living the Core Values Award

At LUCELEC, we encourage you to embody our core values, which we believe empower you to thrive every day in every way. The Living the Core Values Award celebrates those among us who have consistently demonstrated our foundational principles of Accountability, Caring, Excellence, Integrity and Teamwork (A.C.E. I.T.) throughout 2024.

These individuals have gone above and beyond, embodying our values through their performance, attitude, behavior, and daily actions. They serve as shining examples of what it means to live our values and inspire us to do the same.



*Recipients of the Living the Core Values Award*

## Award Recipients

**Abigail Charles** - Planning  
**Alpha Felix** - Human Resources  
**Amy Henry – Demille** - Human Resources  
**Arlina Charles** - Finance & Accounts  
**Brian Houson** - Information Systems  
**Chad St. Clair** - Finance & Accounts  
**Cheryk Anderson** - System Control  
**Darnel Louis** - Generation  
**Dayne Emmanuel** - Planning  
**Devon Vidal** - Customer Service  
**Eden Alexander** - System Control  
**Georgina Belas** - Customer Service

**Ignatius Mathurin** - Generation  
**Jasmine Lee** - Finance & Accounts  
**Joanel Malcolm** - Transmission & Distribution  
**Kedia Daniel** - Human Resources  
**Quanley Marieatte** - Planning  
**Ricky Hippolyte** - Transmission & Distribution  
**Simeon Mathurin** - System Control  
**Stephen Eugene** - Generation  
**Sydel Charles** - Corporate Communications  
**Tonisha Serieux** - Transmission & Distribution  
**Vencia Celestin** - Customer Service

We congratulate the recipients!

# Customer Excellence Award

The Customer Care Award celebrates team members who consistently build strong, positive relationships with both internal and external customers. It recognizes those who go the extra mile to enhance customer satisfaction, exceed expectations, and respond with professionalism and empathy. This award also honours individuals who demonstrate exceptional skill in resolving conflicts and navigating challenges, showcasing a genuine commitment to service excellence.



*Customer Excellence Award Recipients (from left to right) Septima Louisy-Aroudel, Tricia James, Dayne Emmanuel, Carmy Joseph, Jhazmin Francis, Katie Auguste & Karan Montoute*

## Award Recipients

**Anthony Caglin** - Transmission & Distribution

**Carmy Joseph** - Corporate Communications

**Dayne Emmanuel** - Planning

**Karan Montoute** - Customer Service

**Katie Auguste** - System Control

**Kaleb Sebastien** - Transmission & Distribution

**Jhazmin Francis** - System Control

**Shondel John** - Customer Service

**Septima Louisy-Aroudel** - Human Resources

**Tareq Tomy** - Transmission & Distribution

**Tricia James** - Planning

**Villian Dolcy** - Customer Service

We congratulate the recipients!

# Special Achievement Award

The Special Achievement Award honours team members who have recently demonstrated exceptional performance through a significant accomplishment that brings measurable value to the organization. This could include the innovative resolution of a substantial challenge, the successful execution of a high-impact project, or the enhancement of a service, system, or process that leads to improved efficiency, effectiveness, or user experience. The achievement must be clearly defined, demonstrate initiative and excellence, and result in tangible, positive outcomes for the company.



**Reuel Cazaubon**  
Generation

Reuel Cazaubon is commended for his exceptional contributions to the Corporate Communications Department and the company as a whole. He consistently demonstrates initiative and creativity, offering impactful ideas such as the House System Database and Entity Relationship Diagram (ERD), the Internal Communication and Learning Platform Evaluation, and a proposed voluntary skill development and appraisal platform. His efforts also include team engagement initiatives, such as Buddy System Treasure Hunt and a Prostate Cancer Awareness campaign. Notably, Reuel suggested visualizing departmental contributions to strategic goals, enhancing team understanding and motivation. His proactive, thoughtful approach reflects a strong commitment to excellence.



**Kevin Charles**  
Transmission & Distribution

Kevin Charles demonstrated exceptional performance when Station A at Cul de Sac was lost due to major equipment failure. Recognizing the potential for power quality issues (low voltage) to customers in the North, Kevin quickly dealt with the situation using real-time grid data to identify areas with low voltage. He coordinated on-site adjustments for specific distribution transformers that required tap changes to maintain proper voltage levels, exceeding his usual responsibilities. During the emergency, he created a custom database to log each transformer's tap position before and after adjustments, showcasing his proactive problem-solving skills. Kevin effectively ensured that our customers' power quality was restored despite the unavailability of Station A and part of our substation. His performance under pressure and innovative troubleshooting were key in preventing a widespread decline in power quality during this incident.

# Innovation Award

The Innovation Award recognizes a one-time or ongoing innovation, creation, or impactful idea that has been successfully implemented and has led to measurable improvements. These improvements may include cost savings, increased efficiency, enhanced systems or processes, or improved workplace safety and wellness. Only innovations that have been implemented are eligible for consideration.



**Joash Marquis**  
Transmission & Distribution

Joash Marquis transformed a faulty multi-meter test bench into a high-capacity test station, significantly increasing productivity and reducing costs within the Metering Section. Previously, the T&D team relied on multiple single-meter stations, which were slow and inefficient. The new setup enables faster, more efficient meter testing at a lower operational cost, showcasing Joash's technical ingenuity.



**Quanley Marieatte**  
Planning

Quanley Marieatte developed and implemented two advanced Power BI dashboards to visualize critical power system data, including behind-the-meter PV systems, the 3 MW La Tourney solar farm, and diesel generators at the Cul De Sac Plant. This replaced fragmented Excel and Access sources with an integrated, near-real-time platform. The dashboards now support accurate forecasting, strategic planning, risk mitigation, and economic analysis by providing instant access to consolidated insights. This initiative showcases Quanley's innovation and technical expertise in delivering a data-driven solution that enhances decision-making and operational efficiency throughout the organization.

# Team Award

This year's Team Award goes to two exceptional teams whose swift, coordinated response turned a major grid crisis into a success: the Mechanical & Electrical Maintenance Team (Generation) and the Substation Maintenance Team (T&D). In 2024, a third-party incident caused Station A to go offline, resulting in the loss of 18 MW of generation and threatening the power supply to critical areas. The Mechanical & Electrical Team accelerated the G8 overhaul, completing two weeks of work in one weekend to restore 10 MW of capacity. Meanwhile, the Substation Team rapidly reinstalled a decommissioned earthing transformer and, when it failed, sourced and recommissioned another within two days, thereby restoring system stability. Their technical skill, resilience, and teamwork under pressure-protected both customers and LUCELEC's reputation. This award honours their exceptional commitment and outstanding performance.



Gary Eugene presenting award to (left to right) Darnel Louis, Lance Simon, Carryl Haynes, Emma Edgar & Ignatius Mathurin



Award recipients Carlton Victor and Marlence Sammy

We congratulate the recipients!

## Generation Maintenance Team

### Team Members

Our Generation Maintenance team comprises of members of the:

- Electrical Team
- Mechanical Team

## Substation Team

### Team Members

Ike Blanchard - Team Lead  
Marlence Sammy  
Allunus Mathurin  
Jadson Montoute  
Carlton Victor  
Vincent Mitchel

# Strategy Award

The Strategy Award is decided by the Initiative Portfolio Board (IPB). It is based on the post-initiative evaluation of the performance of strategic initiatives. This assessment primarily focuses on execution and impact scores to categorize initiatives. The IPB will evaluate initiatives completed during the year and select which initiatives and project team(s) should be awarded based on the highest-scoring initiatives.



Strategy Award recipients The Smart Grid Maturity Model Development Team

## Smart Grid (Clean Electrification) Maturity Model Development Team

The Smart Grid Maturity Model Development initiative marked a key step in LUCELEC's journey toward a smarter, more resilient, and sustainable energy grid. Using the Clean Electrification Maturity Model (CEMM), the project assessed our grid maturity in supporting the energy transition. Despite early challenges, such as adapting the model to LUCELEC's context and coordinating across time zones, the team demonstrated strong collaboration and flexibility. The assessment showed LUCELEC outperforming its industry peers in five of eight domains, particularly in Strategy & Leadership, Technology, and Grid Operations, while also identifying areas for future improvement. Project Manager Maxine Leon's excellent leadership was instrumental in maintaining clear communication, accountability, and alignment with our long-term vision throughout the project lifecycle.

### Team Members

Maxine Leon - Team Lead

Gary Eugene - Project Sponsor

Abigail Charles-Pascal

Allison Marquis

Brent Octave

Brian Houson

Carryl Haynes

Christopher St. Marthe

Garth George

Ian Peter

Jhazmin Francis

Kedia Daniel

Landy Wallace

Ormond Reece

Quanley Marieatte

We congratulate the recipients!

# Leadership Excellence Award

The Leadership Award honours individuals who have effectively guided their teams and our organization toward achieving strategic goals with clarity, purpose, and impact. This year's recipient exemplified outstanding leadership by aligning efforts with our vision, driving efficiency, and fostering a culture of collaboration and growth.



Leadership Excellence Award recipient Landy Wallace

**Landy Wallace**  
System Control

# Senior Manager of the Year

The Senior Manager of the Year Award recognizes a senior manager who demonstrates outstanding leadership that drives team, departmental, and organizational success. Nominees must meet the eligibility criteria outlined in the Employee Rewards and Recognition Policy and be nominated by their Reporting Authority. The award honors managers whose leadership has led to the achievement of key goals, particularly in employee development and engagement.



Award presenter Chairman John Joseph with Senior Manager of the Year Roger Joseph

**Roger Joseph**  
Office of Strategy Management

We congratulate the recipients!

# Department of the Year Award

The Department of The Year Award recognizes departments that have achieved the highest Key Performance Indicators (KPIs) over the year, with winners selected in both small and large department categories. For this cycle, Information Systems was awarded Small Department of the Year, while Finance and Accounts earned the title of Large Department of the Year. Although the latter was not highlighted during the awards ceremony, we are pleased to acknowledge their achievement in this special edition of our newsletter.

## Small Department of the Year: Information Systems



Award presenter Director Charles Serieux presenting Department of the Year Award to the Information Systems Department

## Large Department of the Year: Finance & Accounts



Award presenter Director Charles Serieux presenting Department of the Year Award to the Information Systems Department

# Employees of the Year Award

The Employee of the Year Award recognizes team members in Grades 1-3, Grades 4-6, and Grades 7-9 who have consistently demonstrated exceptional performance and behaviour throughout the year, making significant contributions to the success of their department and the company overall.



**Clius Menal**  
Generation  
Grades 1-3



**Marlence Sammy**  
Transmission & Distribution  
Grades 4-6



**Sharlyn Davidson**  
Customer Service  
Grades 7-9

## Employee of the Year Award: Runners Up



**Kara Mitchel**  
Customer Service



**Darton Charles**  
System Control

We congratulate the recipients!



**LUCELEC**  
ST. LUCIA ELECTRICITY SERVICES LIMITED

## **Contribution & Feedback**

Did you enjoy this newsletter?  
Team Corporate Communications would love your feedback.

To contribute to our internal newsletter:

✉ [corporatecommunications@lucelec.com](mailto:corporatecommunications@lucelec.com)

☎ **758.730.4455**

Or drop by the office or just stop us in our tracks!